

3-15-1958

## Board of Trustees Minutes, March 15, 1958

Eastern Washington College of Education

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Eastern Washington College of Education  
MINUTES FOR MEETING OF BOARD OF TRUSTEES  
2:00 p.m., Davenport Hotel, Spokane  
March 15, 1958

The Board of Trustees met at the Davenport Hotel in Spokane at 2:00 p.m., Saturday, March 15, 1958. The following were present: Mrs. Zelma Morrison, chairman; Mr. J. Harold Anderson and Mr. Melvin Voorhees, members; Dr. Wm. W. Force, secretary; Dr. Don S. Patterson, President of the College; Dr. Kenneth Hossom Mr. Wm. R. Dell and Dr. Walter L. Powers, faculty representatives.

The board meeting was called to order at 2:00 p.m. by Mrs. Morrison.

#### MINUTES

Mr. Anderson made the motion, seconded by Mr. Voorhees, that the minutes of the January 31 meeting be approved. Motion carried.

#### REPORT ON STUDENT UNION FINANCING

Mr. Beardslee Merrill gave a general report on the financing of the Student Union addition, and read the resolution authorizing the floating of a \$185,000 bond issue for the addition to the present Student Union. Mr. Merrill read the resolution in full, which included the stipulation that the bonds may be floated on May first, or the first day of any month thereafter. This resolution will be acted upon at the May meeting of the Board of Trustees.

#### RESIGNATIONS

Mr. Anderson, moved and Mr. Voorhees seconded the motion, that the following resignations be accepted. Motion carried.

B. T. Hallgrimson, associate professor of music, as of January 1, 1958, to accept position as Dean of the Junior College at Centralia

James E. Brooks, assistant professor of geography, as of the close of summer school, to accept position in the Geography Department at Portland State College

Carol DeRosia, clerk, Graduate Office, as of March 4

Phyllis Murphy, junior secretary, business office, as of February 28

Doris Rae Collins, clerk ROTC office, as of February 15, plus accrued vacation of seven and one-half days



## RETIREMENT

Mr. Anderson moved, and Mr. Voorhees seconded the motion, that the retirement of the following employees be accepted. Motion carried.

Mrs. Rachel Berg (born October 4, 1890) Monroe Hall  
director, at end of summer school  
Elmer Tiedt (born March 30, 1888) groundsman, as of  
March 31, 1958,

## EXTENSION OF SERVICES

Mr. Voorhees moved, and the motion was seconded by Mr. Anderson, that an extension of service for one year be granted to the following employees. Motion carried.

John P. Gruber (born May 22, 1890) acting clerk, library, to  
the end of the summer session of 1959 in order for him  
to receive full participation under OASI  
E. L. Dales (born September 13, 1888) associate professor  
of industrial and practical arts, for one year to age 70  
Emmet Rice (born August, 1890) fireman, for one year  
Samuel Sunderland (born January, 1889) groundsman, for  
one year

## NEW APPOINTMENTS

Mr. Anderson moved that the new appointments listed below be approved, with the stipulation that the summer session staff be approved with the understanding that should there be salary adjustments effective for next year, the salary adjustments would be initiated with the summer session. Mr. Voorhees seconded the motion and the motion carried.

Milton Schwenk, graduate assistant in speech at \$550 from  
January 15 to June  
Betty Blades, junior secretary, business office, at \$235,  
representing one step on schedule, as of March 3  
Dixie Lee Beebe, clerk, Graduate Office, at \$195 as of  
March 6  
Janice Darlington, clerk, ROTC office, at a base pay of  
\$195 as of February 24, to be paid by the hour  
E. J. McNamara, part-time by the day at \$30 per day plus  
expenses for the purpose of carrying out the space  
utilization study



Summer School StaffResident Faculty - 7 weeks session

<u>Name</u>	<u>Field of Instruction</u>	<u>Salary</u>
Celia B. Allen	Education	\$ 1,037
M. Eugene Badgley	Health & Physical Education	1,002
James A. Barnes	Education	968
Amsel B. Barton	Education	1,175
James E. Brooks	Geography	1,002
G. E. Carlson	Education	985
John E. Casey	Psychology	1,002
Eugenia B. Clark	Home Economics	1,210
E. L. Dales	Industrial Arts	1,244
Aretas A. Dayton	Economics	1,417
John J. Dering	English	985
Marguerite E. Dodds-Belanger-Health & PE		812
W. H. Drummond	Education	1,383
Christine Elrod	Speech	1,037
Willbur D. Enderud	Business Education	847
Eldon Engel	Education	880
Esther W. Gingrich	Art	1,227
Louis V. Grafious	Education	1,383
Clara May Graybill	Education	1,158
Dorine Guthrie	Mathematics	1,193
Robert L. Hanrahan	Art	1,020
F. Gwendoline Harper	Music	1,140
Dana E. Harter	Science	1,400
Charlotte Hepperle (1 1/2 time) German		527
H. Kenneth Hossom	Political Science	1,123
Frances Huston	English	985
Robert Kee	Music	352
Leonard M. Kennedy	Campus School	1,001
Clara Kessler	Language Arts	1,158
Orland B. Killin	Industrial Arts	933
Jack R. Leighton	Health & PE	1,383
Kathryn McCulloch	Health & PE	1,002
Gerald Mercer	Education	1,004
Richard F. Miller	English	1,400
Karl R. Morrison	Art	1,141
N. Wm. Newsom	Education	1,400
Frank D. Nicol	Biology	1,175
L. E. Patmore	Psychology	1,383
Marjorie Paulson	Pre-school Center	691
Donald F. Pierce	History	969
Walter L. Powers	Education	1,123
Wm. L. Rowles	Music	1,486
Raymond Schults	History	864
Russell J. Smith	Business	1,002



Resident Faculty-7 weeks session

George Stahl	Mathematics	\$ 1,158
Earle K. Stewart	Sociology	985
Ralph Stredwick	Campus School	864
R. Jean Taylor	English	1,020
Wm. W. Thomas	Music	1,020
Duncan M. Thomson	Biology	975
Raymond F. Whitfield	Education	1,383
		<hr/>
		\$ 55,009

Resident Faculty-two weeks session

Margaret N. Allen	Education	\$291
J. Austin Andrews	Music	321
James E. Brooks	Geography	286
John E. Casey	Psychology	286
Christine Elrod	Speech	296
Wilbur D. Enderud	Business	242
Robert L. Hanrahan	Art	291
Clara Kessler	Language Arts	331
Orland B. Killin	Industrial Arts	267
Gerald Mercer	Education	287
Karl R. Morrison	Art	326
N. Wm. Newsom	Education	400
Frank D. Nicol	Biology	336
L. E. Patmore	Psychology	395
Walter L. Powers	Education	321
Russell J. Smith	Business	286
Sara J. Steensland	Home Economics	247
Edgar I. Stewart	History	405
R. Jean Taylor	English	291
Raymond F. Whitfield	Education	395
		<hr/>
		\$6,300

Visiting Faculty - 7 weeks session

Philip Brownlee	Student Recreation	\$ 275
John G. Church	Education	900
Francis R. Coelho	Art	800
Charles F. Cole	Geography	900
Harold Conley	Driver Education	50
Victor Dauer	Health & PE	1,000
Walter H. Gaumnitz	Consultant & Leader	275 / \$60
Jay Holliday	Education	1,100
Muriel J. Hamilton	Library Science	1,050
Robert C. Koch	Driver Education	10
Lois Lorenzen	Campus School	725
Frederick W. Loyd	Driver Education	10
Robert Maker	Driver Education	30



Alice McGrath	Education	\$ 850
Ruth F. Osborne	Family Life	500
Speaker to be chosen	PTA Conference	100
J. Russell Peters	Social Studies	1,000
Arthur J. Peterson	Driver Education	10
Ella Poffenroth	Campus School	800
Marvin H. Powell	Driver Education	10
Joe Rich	Psychology	800
Charles Salt	Education	165
Donald Stotler	Natural Science	900
Earl P. Thomas	Music	1,000
Teresa Toffle	Education	650
Jeanette G. Turner	Speech	1,000
Russell V. Van Rooy	Driver Education	10
Esther Veen Huis	Home Economics	850
Paul Yearout	Mathematics	900
		<u>\$16,730</u>

## Visiting Staff- two weeks session

Jeannelle Moorehead	Health & PE	350
Charles Salt	Education	165
Jeanette G. Turner	Speech	275
		<u>\$ 790</u>

## LEAVES OF ABSENCE

It was moved by Mr. Voorhees and seconded by Mr. Anderson that the following leaves of absence be granted. Motion carried.

John J. Dering, assistant professor of English, for 1958-59 academic year to work toward completion of doctorate at Utah University

M. Eugene Badgley, assistant professor of physical education, for 1958-59 academic year, to continue graduate work at University of Oregon

Leonard Kennedy, assistant professor, campus school, for 1958-59 academic year, to do graduate work at Washington State College

## TRAVEL

Mr. Voorhees moved that the travel recommended by the president in the amounts indicated be approved. Mr. Anderson seconded motion. Motion carried.

Charlotte Hepperle, to attend National Society of College Teachers of Education, Foreign Language Teaching Section, Chicago, February 19-22, \$145 transportation

Margaret N. Allen, as official state delegate (state president of Washington State Association for Childhood Education) Atlantic City, April 9-12, \$145 transportation from college funds, \$55 from president's special fund



Russell J. Smith ) to attend 1958 WBEA-CBEA Convention,  
John Fertakis ) Pacific Grove, California, March 28-31,  
\$119.10 each transportation

W. W. Force, comptroller, to attend Western Association  
meeting of College and University Business Officers  
Santa Barbara, April 20-23, \$125 transportation

Opal Fleckenstein, instructor in art, to attend Pacific Arts  
Association Convention, Asilomar, California, \$130 less  
tax transportation

Eldon Engel, part-time instructor in safety education, to  
attend President's Committee for Traffic Safety, Western  
Regional Conference, San Francisco, April 7-9, \$120.45  
transportation

#### PRIVATE CONSTRUCTION OF HOUSING

Mr. Anderson moved that the Board approve in principle the plan for the private construction of housing for married students on the campus as presented by Mr. Adams, with instructions that inquiry be made of the Attorney General and of the architect relative to the methods and standards that have been prepared. Mr. Adams and his group were requested to present a completed plan with the proposal outlined in detail as to the administration, statement of rentals, maintenance and other factors. Mr. Voorhees amended the motion to include the fact that there was great urgency in initiating this project. Motion carried.

#### FINANCIAL REPORT

The comptroller, Dr. W. W. Force, presented an analysis of the finances of the college for the second year of the biennium. Copy of report attached to minutes.

#### REPORT OF FACULTY SALARY COMMITTEE

Dr. Walter L. Powers, chairman of the Faculty Salary Subcommittee of the Committee of Nine, gave a report of his committee. (Copy attached) Dr. Powers made the statement that the major problems relative to the establishment of the new salary increments which were studied by the faculty salary committee involved the question of differentials in salary increases. He reported that two-thirds of the faculty voting voted in favor of the differential plan, which gives to those who are qualified for their present ranks an additional salary increment over those who presently hold their ranks without qualification. He stated that only 60% of the faculty voted. Mr. Anderson moved that Dr. Patterson be requested to continue the study of the salaries and report to the next meeting of the Board with specific and definite recommendations for salary adjustments for the staff for the second year of the biennium. Mr. Voorhees seconded the motion and motion was carried.



## NEW STAFF FOR NEXT YEAR

The president reported that it appears, because of the student load, that two new persons in the Division of Education would be required next year, three or four in the Division of Languages and Literature, one in Industrial Arts, one in Physical Education, one in Business Education, one in History and Economics, one in Sociology, one in Biology, one in Geography, one in Physics, one or two in Mathematics, and possibly a new assistant in the library. He also reported that he hoped a Dean of Instruction could be added to the staff. This position has been included in the budget for the past four bienniums.

## ADVISORY COUNCIL APPOINTMENT

Mr. Anderson made the motion, seconded by Mr. Voorhees, that Mr. Eugene Gardner, Clayton, Washington, be appointed to membership on the Advisory Council on Teacher Education, replacing Mr. Floyd M Moritz, as classroom representative from Region 9. Motion carried.

## REPORT OF DEANS ON DORMITORY FACILITIES

The report from the office of the deans (attached) on expansion of present dormitory facilities was presented.

## ACCEPTANCE OF MAINTENANCE BUILDING

It was moved by Mr. Anderson that the maintenance building be accepted as of February 5, 1958, at which date Mr. Rasque had certified that the building was completed. Mr. Voorhees seconded the motion and the motion was carried.

## INSURANCE COVERAGE OF COLLEGE BUILDINGS

In the matter of the insurance coverage for the college buildings now insured, the problem relative to placing the insurance with dividend paying companies or non-dividend paying companies, was discussed. Mr. Anderson stated that he wished to recommend the awarding of insurance only to dividend paying companies, and that this statement be made a matter of record. It was agreed and announced by the chairman that Mr. Higgins, broker of record, be <sup>2-28-58</sup>directed to come to the next meeting with a complete report of the insurance program and present the new program to the members of the board.

## FUNDS FOR PRESIDENT SPECIAL FUND

It was moved by Mr. Anderson, seconded by Mr. Voorhees, that the president be authorized to add \$500 to his fund for official college functions. The fund is to be used for lunches for college visitors, legislators and others, and accounted for on vouchers in the usual manner. Motion carried.



## ANNUAL REPORT

The 1956-57 annual report was received by the Board. This report is the first of its kind and represents a complete departure from the previous reports in that it is largely pictorial and graphic. All phases of the college are reported and a copy is attached to these minutes.

## PURCHASE OF PROPERTY

It was moved by Mr. Anderson and seconded by Mr. Voorhees that the Attorney General be authorized and directed to conclude the purchase of the Butler property, Lot 6, Block 106 of the addition to the town of Cheney for the sum of \$10,702.32, and to conclude the purchase of the Shields property, Lot 8, Block 106, in the addition to the town of Cheney, for the sum of \$9,102.11. Motion carried.

## AWS FEE

It was moved by Mr. Anderson and seconded by Mr. Voorhees that the office of the comptroller be directed to collect \$0.50 from each woman student on the campus, to be paid into an Associated Women Students' Fund. The details as to the administration of this fund will be outlined by the president. This fee is to become effective with the fall quarter of 1958-59. Motion carried.

## RESOLUTION OF SYMPATHY

WHEREAS, by the death of Dr. Graham Dressler, Eastern Washington College of Education has lost a devoted member of the faculty who gave of himself loyally and unselfishly in the interest of the college, and

WHEREAS, by his death the educational circles of this area have lost one of their finest educators and the Eastern Washington College of Education students and his colleagues have lost a friend whose concern was always for their interests, and

WHEREAS, his passing leaves a void which will not be easily filled and his loss will be felt by all who were associated with him,

THEREFORE BE IT RESOLVED that in the name of the students, faculty and administration of Eastern Washington College of Education, we extend our heartfelt sympathy to Dr. Dressler's wife and daughters, and



March 15, 1958

BE IT FURTHER RESOLVED that this tribute to the services of Dr. Graham Dressler be permanently inscribed upon the minutes of this board meeting, and that President Patterson be instructed to send a copy of this resolution to Mrs. Graham Dressler and her children.

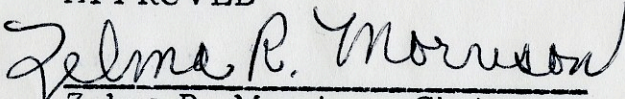
ITEMS FOR AGENDA OF NEXT MEETING

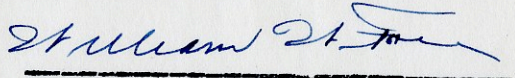
The president called for items to be listed on the agenda for the next board meeting. The following were suggested:

1. The problem of differential increments being granted to the faculty members who are qualified and those who are not qualified for the ranks they hold
2. Sick leave policy for maintenance and clerical staff

ADJOURNED

APPROVED

  
Zelma R. Morrison, Chairman

  
William W. Force, Secretary



March 15, 1958

SALARIES, WAGES AND OPERATIONS

Reconciliation for the Two Year Period Beginning

July 1, 1957 and ending June 30, 1959

Appropriation for the two-year period of July 1, 1957 to June 30, 1959	\$ 2,839,911
Less amount estimated to be expended July 1, 1957 to June 30, 1958:	
Salaries	\$ 1,104,070
Operations	<u>223,251</u> <u>1,327,321</u>
Estimated balance for the year July 1, 1958 to June 30, 1959	1,512,590
Continuing present level of expenditure	<u>1,327,321</u>
Excess	185,269
Add Governor's Grant	<u>85,000</u>
Available for expenditure for second year over and above present level of expenditures	270,269
Less TIAA (Subject to Board decision	<u>104,000</u>
Available for additional expenditure without TIAA	<u>\$ 166,269</u>



Recommendations of the Faculty Salary Committee of  
Eastern Washington College of Education  
For Salary Adjustment for 1958-59  
March, 1958

I. Committee Functions:

The faculty salary committee has two functions, namely

1. To make inter-institutional comparisons of salary adjustments made during the present biennium.
2. To study and make recommendations for salary adjustments for the biennium 1959-61.

II. Inter-institutional Comparisons:

1. As far as the present committee can determine, Central and Western made salary adjustments according to the joint faculty salary committee recommendations.
2. The administrative council and faculty organization of Eastern went on record favoring a different plan of implementation.
3. The mean faculty salary at the three institutions are not equal.
4. A comparative study of the faculties of the three colleges on those factors which determine salary indicates relative equality of faculties and inequitable treatment of faculty salaries at the three institutions.
5. The committee has found no substantial difference existing between the faculties of the three colleges which would warrant inequitable results in mean salaries of the institutions.

III. In light of these findings the committee feels that salary adjustments should be made to the Eastern Washington faculty during the academic year 1958-59.

1. Adjustments should be made to bring the mean salary of the total faculty to a more comparable position in relation to the other institutions.
2. Adjustments should not be made which would increase present inequities, or to create new inequities within the salary policy of the institution.
3. Internal inequities should be eliminated as soon as possible.

IV. The faculty salary committee recommends that salary adjustments be made for the academic year 1958-59 according to the following proposal:

1. The recommendations of the joint salary committee on the principles of implementation be adopted with the exception of Sec. IV, B which



dealt with salary adjustment for faculty who do not hold qualifications for rank according to the faculty code.

2. Salary schedule to be based on limits for ranks adopted by joint board.
3. Increments to be \$200 for each year in rank up to the maximum for each rank.
4. All faculty who hold code qualification for rank are to receive a salary for 1958-59 according to which ever is greater of the following:
  - a). Linear interpolation from salary for 1956-57 rounded off to nearest \$100 plus a \$300 increment.
  - b). Placed in proper position on a \$200 per year in rank scale.
5. All faculty who do not hold code qualification for their rank shall receive a salary for 1958-59 according to which ever is greater of the following:
  - a). Linear interpolation from 1956-57 salary rounded off to nearest \$100 plus a \$100 increment.
  - b). Placed in proper position on a \$100 per year in rank scale.

#### Minority Report

Any increase which may be given for the school year 1958-59 be given to all faculty members according to their rank without regard to any factor other than rank with the exception of those staff members who are now at the maximum salary in their respective ranks.

#### Salary Committee

Walter Powers, Chairman  
Russell Smith  
Donald Smith

Distributed to the faculty March 6, 1958; presented and discussed at the regular faculty Organization meeting on March 12, 1958. The committee's report was accepted by the faculty by a majority vote on March 14, 1958.



Q. Where would the faculty member go on the scale who has been here a long number of years, has been in rank 8 years and who does not hold the qualifications for his rank.

A. Whichever is greater of item 5a or b of proposal.

Example: Professor C who had been in rank 10 years before going on the new scale. His salary on the old scale was 7800 which was \$900 above the minimum (or 9 steps). He was 9/11 of the distance to the top because under his old scale of 6900-8000 the difference was \$1100. Under the new bracket which is 7900 - 9000 the difference from top to bottom is \$1100. Under Linear Interpolation he would go to 9th step which is 8800 plus 100 increment equal 8900, or placed on scale. This year would be his 10th step - and his 11th step for 1958-59 would be a \$9000 on the scale.

Q. Where would the new faculty members go who will be hired this next year?

A. Proper position on scale. If he qualifies in terms of preparation and experience, he can start off as high as the 3rd step in rank.

Q. Where would newly promoted faculty go?

A. To the bottom of his new rank.

Q. What salary increase would a person receive who is at the maximum for his rank?

A. None.



### Proposed Scale

Step	Instructor	Ass't. Prof.	Assoc. Prof.	Professor
0	4500	5400	6500	7900
1	4700	5600	6700	8100
2	4900	5800	6900	8300
3	5100	6000	7100	8500
4	5300	6200	7300	8700
5		6400	7500	8900
6			7700	9000
7			7800	

Q. How to interpret "Linear Interpolation?"

A. When going from an old salary schedule to a new salary schedule a person should maintain his relative position on the new scale. If the old scale had a difference of \$800 from bottom to top of a rank bracket, a person who was 1/2 of the way up on the old scale should be placed 1/2 of the way up on the new scale.

Example: Ass't. Professor A was making 5200 on the old scale where brackets were 4800 - 5600. He was 1/2 way to the top (or \$400 above minimum). On the new scale the brackets are 5400 - 6400. One half (1/2) up this scale is \$500 above the minimum. Therefore, this relative position on the new scale is 5400 plus 500 equals 5900. This is his base salary onto which the increment would be added.

Now - if he qualifies for his rank he would receive an increment for 1958-59 of \$300. (100 of this increment is to make up for not having received \$200 this present year). His salary for 1958-59 would be 5900 plus 300 increment equal \$6200.-- or to be placed on the proper place on the scale. Since under the old scale he was on his 4th step and was on his 5th step during this academic year he should go to his 6th step for 1958-59. On the salary schedule he would be at the maximum which is 6400; therefore, his salary would be \$6400.

Q. Where do faculty members go who were hired this year?

A. He would go to his proper position in terms of his present relative position.

Example: Instructor B who had the qualifications and experience on original employment placed him three steps above the minimum would go to the 4th step on the new scale.



In developing a salary proposal the basic objectives and purposes must be established. The salary committee feels that any salary schedule or adjustment should be designed to accomplish at least three objectives. These objectives should be to attract qualified new faculty members; to encourage continued preparation; and to retain with tenure a highly qualified faculty.

In developing a salary proposal for recommendations the committee kept in mind these basic objectives and attempted to develop a plan which would best answer the following questions. We ask your consideration of these questions in arriving at an acceptable proposal.

1. Does the proposal offer a better plan to attract well qualified faculty to come to Eastern?
2. Does the proposal offer a better plan to encourage continued preparation for those who do not have qualifications for their rank as well as those who do have their qualifications?
3. Does the proposal encourage well prepared and successful faculty members to remain at this college?
4. Does the proposal offer a plan of recognition to the faculty who have obtained the higher qualifications now in effect for his present rank?
5. Is the proposal more nearly in line with the recommendations made by the joint salary committee for implementing salary adjustments this biennium?
6. Is the proposal more nearly in line with the biennial increment at Central of \$300 and Western \$400?
7. Does the proposal penalize a person's relative position and increment from previous schedules?
8. Does the proposal offer a better plan to retain its qualified faculty?
9. Does the proposal eliminate, maintain, or intensify any inequalities within the present institutional salary plan?
10. Does the proposal cut down the number of steps from bottom to top of a bracket and move nearly in line with the minimum number of years normally expected in the ranks?



COPY

TO: Dr. Patterson, President

FROM: Janet Douglas, Dean of Women

DATE: January 20, 1958      RE: Dormitory Expansion

The men's and women's dormitory enrollment is increasing and we have every reason to assume it will continue to increase. It does not seem apparent that we will have additional dormitory space for women for at least three years. Consequently some permanent expansion of our present facilities must be made.

After discussing the problem with you and Dean Hagie, the following recommendation for expansion was approved.

WOMEN'S HOUSING

Anderson Hall

Present Facilities

12 singles	12
75 doubles	150
6 triples	18
TOTAL	<u>180</u>

Expanded Facilities

12 singles	12
18 doubles	36
57 triples	171
6 quadruples	<u>24</u>
	243

Senior Hall

6 singles	6
40 doubles	80
TOTAL	<u>86</u>

4 singles	4
43 doubles	86
1 guest room	2
1 office	<u>2</u>
	94

After these facilities are filled, women students will be put on a waiting list for dormitory space. Any other type of housing (other than with parents) must be approved by the Dean of Women.

MEN'S HOUSING

Sutton Hall

24 singles	24
5 doubles	10
19 triples	<u>57</u>
TOTAL	91

8 singles	8
21 doubles	42
19 triples	<u>57</u>
	107



MEN'S HOUSING (Cont'd)

Monroe Hall

Present Facilities

26 doubles	52
14 triples	<u>42</u>
TOTAL	94

Expanded Facilities

10 doubles	20
30 triples	<u>90</u>
TOTAL	112

Hudson Hall

Present Facilities

Normal Capacity 223

Expanded Facilities

Expanded Capacity 293

This expansion will increase the total capacity for women by 71 (266 to 337). We will be able to take care of 50 more women than we did in the fall of 1957.

This will increase the men's facilities by 104 (from 408 to 512). It will increase the total dormitory facilities by 175 (from 674 to 849). I have been told that the cafeteria can, with certain expansions, feed from 825-875.

These expanded facilities will require additional furnishings and equipment. A request for furnishing will follow this memo.

JD/bh

cc: Force  
Surbeck  
Wall  
Himes  
Hagie



# SURVEY OF SALARIES OF INSTRUCTIONAL AND ADMINISTRATIVE COLLEGE STAFF MEMBERS

## State-Supported Institutions of Higher Education

(Data Furnished by Presidents of Respective Colleges and Universities)  
1957-1958

No. Questionnaires Mailed -- 164  
No. Questionnaires Returned -- 138

Name of Institution	Enrollment 1956-57 (F-T)	Instructional Staff Salaries - 9 Months												Administrative Staff Salaries 12 Months				
		Professor			Assoc. Professor			Asst. Professor			Instructor			Presi- dent	Dean	Regis- trar	Bus. Mgr.	Librar- ian
		Mini- mum	Maxi- mum	Aver- age	Mini- mum	Maxi- mum	Aver- age	Mini- mum	Maxi- mum	Aver- age	Mini- mum	Maxi- mum	Aver- age					
<u>West Virginia</u>																		
Bluefield State College	310	\$4500	\$6067	\$5370	\$4600	\$5500	\$4965	\$4438	\$5075	\$4650	\$3700	\$4400	\$3977	\$9375	\$7507	\$6045	\$5900	\$5592
Concord College	1144	5274	6415	5918	4981	5695	5475	4180	5342	4838	3902	4734	4170	9375	7975	6980	6872	6156
Fairmont State College	1009	5600	6300	5975	5100	6000	5455	4500	5200	4880	4500	4700	4600	9375	7975	6595	6760	5900
Glenville State College	600	5900	6475	6187	4855	6300	5258	4367	5050	4654	3900	4000	3950	9375	7975	6600	6760	6431
Marshall College	2724	5400	7050	6542	4800	6200	5405	4200	5870	4736	3600	4520	4190	13,000	9135	7800	7700	6420
Shepherd College	626	5500	6200	5741	5300	5700	5408	4100	5200	4793	4300	4500	4400	9375	7975	6430	5880	5525
West Liberty State College	703	5800	6000	5875	5100	5700	5342	4700	5200	4977	4000	4600	4300	9375	7650	6980	5880	5800
W. Va. Institute of Tech.	834	5300	6055	5705	5100	6000	5510	4450	5300	4848	3300	5000	4310	9375	7771	5800	6600	4700
W. Va. State College	1281	5600	6775	6037	4850	5700	5313	4100	5475	4580	3400	4190	3847	10,375	8275	7200	7200	5500
W. Va. University	5454	6150	10150	7534	5300	7800	6275	4200	7700	5319	3300	6000	4419	22,000	9600	8800	8500	7500
Potomac State College	537	5100	5650	5420	4850	5800	5175	4150	6100	4898	4800	5500	5067	9250	( 8300 )	5000		4400
<u>Virginia</u>																		
College of William & Mary	1656	5900	7400	6875	5000	6000	5500	4600	5200	4996	4000	4600	4373	16,000	9880	6980	5168	7344
Longwood College	--	5900	7400	--	5000	6000	--	4600	5200	--	4000	4600	--	--	--	--	--	--
Virginia Military Institute	907	5900	7400	6650	5000	6000	5500	4600	5200	4900	4000	4600	4300	15,000	9000	6608	8040	5880
Va. Polytechnic Institute	4300	5900	7400	6790	5000	6000	5640	4600	5200	5093	4000	4600	4383	15,200	12,000	7800	10,512	8040
Virginia State College	1200	5900	7400	6500	5000	6000	5250	4600	5200	4800	4000	4600	4200	15,000	9120	5640	6144	7032
University of Virginia	4335	8800	12500	--	7000	9500	--	6000	7200	--	4500	5700	--	20,000	11,200	9800	10,992	8400
<u>Ohio</u>																		
Kent State University	6219	6600	8300	7331	5000	7400	6611	4900	7350	5824	3600	6600	5069	20,500	10,100	9900	12,600	9600
Bowling Green State Univ.	--	5700	9200	8161	5100	8350	6588	3900	6800	5557	3600	6000	4815	--	11,550	7500	15,000	10,800
Ohio University	--	5500	9500	8320	4800	8000	6792	4400	6500	5647	3800	5400	4663	--	10,200	8023	11,823	8823
Miami University	--	6500	8600	7723	5200	7500	6404	4000	6750	5580	3900	5500	4497	--	11,000	7800	10,000	9000
<u>Maryland</u>																		
St. Teachers Col.-Towson	1279	5500	7500	6700	5000	6500	5990	4500	6000	5850	3500	4600	4490	11,000	9000	5632	7471	5732
Salisbury	314	5500	7500	--	5000	6500	--	4500	6000	--	3500	4600	--	11,000	9500	5430	4806	5732
University of Maryland	9570	6885	10400	9074	5700	10000	7281	3600	6500	5647	4100	6000	4000	22,500	12,000	11,000	10,038	7000



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		Professor			Assoc. Professor			Asst. Professor			Instructor			Presi- dent	Dean	Regis- trar	Bus. Mgr.	Librar- ian
		Mini- mum	Maxi- mum	Aver- age	Mini- mum	Maxi- mum	Aver- age	Mini- mum	Maxi- mum	Aver- age	Mini- mum	Maxi- mum	Aver- age					
<u>Kentucky</u>																		
Eastern Kentucky State	2501	4875	5775	5621	3975	4950	4495	3600	4500	4088	3300	4275	3710	14,000	9000	7700	7200	6300
Kentucky State College	567	4725	4950	4800	4140	4725	4500	3645	4140	3800	3150	3645	3400	12,000	( 9000 )		5400	5160
Morehead State College	888	4909	5727	5269	3927	5318	4612	3600	4800	4165	3273	4418	3872	14,000	10,000	6600	7000	5400
Murray State College	1800	5000	6500	5680	4300	5000	4700	4100	5000	4300	3510	4125	3800	12,000	8900	5800	7333	5600
University of Kentucky	7400	4840	9180	6850	4000	7450	5820	3330	7300	5020	3000	5660	4340	21,000	13,000	9000	8500	9600
<u>Pennsylvania</u>																		
State Teachers Colleges:																		
California	1243	6000	9000	6600	5500	7500	6500	5000	6600	6000	4500	5500	5100	11,400	9800	9300	6090	8100
Clarion	688	6600	7700	7000	6000	7500	6500	5400	6800	5900	4900	4900	4900	9800	9016	7000	6090	6900
Edinboro	769	6000	9000	--	5500	7500	--	5000	6600	--	4500	5000	--	--	--	--	--	--
Indiana	2150	6000	9000	7000	5500	8000	6200	5000	7500	5800	4500	5500	4800	10,500	9500	9000	7500	6000
Lock Haven	800	6000	9000	7500	5500	7500	6000	5000	7000	6000	None	None	None	12,500	10,500	7000	6500	8200
Millersville	1300	6000	9000	6900	5500	7500	6233	5000	6600	5790	4500	5500	4650	11,836	9683	9167	6390	8317
Shippensburg	1066	6000	9000	6800	5500	7500	6400	5000	6600	5800	4500	5500	5000	9859	10,400	9400	6900	7700
E. Stroudsburg	1039	6000	9000	7015	5500	7500	6315	5000	6600	5792	4500	5500	None	9859	9666	8600	7055	7250
<u>North Carolina</u>																		
Appalachian State Tea. Col.	1800	6000	8300	6612	5400	6000	5586	4700	6200	5168	4000	4800	4274	12,000	9500	9200	9000	6600
East Carolina Teachers Col.	3267	6000	8200	6816	5400	6660	5909	4700	6150	5290	4000	5328	4498	13,000	12,000	9000	10,500	8550
Western Carolina College	1082	6000	--	6866	5400	6200	5616	4700	5500	5042	4000	4800	4195	11,000	9632	6164	8104	7800
University of North Carolina	6971	7500	--	9300	6500	7400	6650	5500	6400	5700	4500	5400	4700	15,000	13,000	10,200	12,000	11,000
Womens' College of Univ. of N.C.	2176	7500	10000	--	6500	7400	--	5500	6400	--	4500	5400	--	15,000	10,500	7500	10,500	8300
<u>Tennessee</u>																		
Austin Peay State College	728	5200	6250	5650	4400	5500	4800	4000	4800	4400	3500	4400	3900	9300	7900	7200	7800	5700
East Tennessee State College	3516	5700	7200	6450	5100	6500	5800	4600	5900	5255	4200	5500	4850	8400	7800	7500	7500	6300
Middle Tennessee State College	1877	6000	8000	--	5100	7100	--	4500	6500	--	3900	5900	--	9300	8400	7500	7500	5400
Tennessee Polytechnic Institute	2535	5200	6650	5710	4250	5916	4840	4100	5416	4420	3850	4916	3920	9300	8400	6180	7500	6180
University of Tennessee	11,671	4800	15500	7775	4500	11500	6216	3400	11500	5453	3000	11000	4174	--	--	--	--	--
<u>South Carolina</u>																		
Clemson Agricultural College	3276	5700	7404	6823	5004	6804	5880	4404	6000	4908	3600	5304	4371	13,500	10,500	7800	12,000	7476
South Carolina State College	1123	4400	6000	5025	3800	5100	4150	3200	4150	3650	3000	4100	3425	12,000	7000	5000	7500	4320



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		Professor			Assoc. Professor			Asst. Professor			Instructor			Presi- dent	Dean	Regis- trar	Bus. Mgr.	Librar- ian
		Mini- mum	Maxi- mum	Aver- age	Mini- mum	Maxi- mum	Aver- age	Mini- mum	Maxi- mum	Aver- age	Mini- mum	Maxi- mum	Aver- age					
<u>Georgia</u>																		
Georgia Institute of Tech.	5412	\$6000	10500	\$7534	\$5100	\$8000	\$6327	\$4200	\$6400	\$5368	\$3800	\$5200	\$4534	12,000	\$14,000	\$11,000	\$12,300	\$10,000
Georgia Teachers College	856	6000	6600	6283	4600	6200	5233	3800	5300	4586	3450	4400	3870	11,000	8600	7000	7000	6300
West Georgia College	--	--	--	5937	--	--	4860	--	--	4483	--	--	4000	--	--	--	--	--
North Georgia College	--	--	--	6117	--	--	5263	--	--	4898	--	--	--	--	--	--	--	--
Georgia St. Col. for Women	--	--	--	6268	--	--	4921	--	--	4483	--	--	3950	--	--	--	--	--
Georgia Teachers College	--	--	--	6319	--	--	5309	--	--	4767	--	--	4200	--	--	--	--	--
Valdosta State College	--	--	--	6256	--	--	5009	--	--	4810	--	--	3600	--	--	--	--	--
<u>Florida</u>																		
Florida Agr. & Mech. Univ.	2658	5700	7200	6450	4800	6300	5550	4200	5100	4650	3600	4500	4050	13,000	8500	6500	8000	7200
University of Florida	6982	5130	10600	7944	5300	8400	6465	4000	7000	5580	4000	6000	4776	17,500	--	8400	11,000	10,100
<u>Alabama</u>																		
Alabama College	696	5000	7000	6000	4200	6000	4900	3800	6000	4700	3000	4500	4025	13,800	8500	4500	8500	5200
Troy State Teachers College	1177	4945	5500	5197	4275	4725	4482	3750	4125	3882	3200	4050	3510	10,000	7400	4800	6500	5200
University of Alabama	7064	5200	8500	6818	4560	6800	5719	4100	6480	4712	3200	4600	3874	17,500	10,500	9200	9100	9600
<u>Mississippi</u>																		
Mississippi Southern College	3467	5300	6400	6000	3900	5300	4900	3700	4900	4200	3100	3700	3525	12,000	10,000	7000	10,000	7400
Mississippi State College	4117	5200	7000	6215	4950	6000	5399	4000	5500	4790	3250	4800	4081	15,000	11,300	7800	10,000	7600
<u>New Jersey</u>																		
State Teachers Colleges:																		
✓Glassboro	689	7020	8370	7776*	5994	6642	6320*	4752	6210	5491*	4266	4428	4388*	13,200	10,860	8100	6900	8100
Jersey City	660	7020	8270	7695	5994	7074	6534	5130	6210	5670	4266	5076	4671	12,000	10,020	8100	6180	10,140
Paterson	--	7020	7560	7290	5994	6858	6210	5130	6210	5526	4266	4626	4334	12,000	10,860	8100	6900	8850
✓Trenton	--	7020	8370	8100*	5994	7074	6534*	5130	6210	5562*	4266	5076	4590*	10,800	9180	8100	6900	8640
Upper Montclair	1391	7020	8370	--	5994	7074	--	5130	6210	--	4266	5076	--	12,000	9180	8100	6900	5700
Rutgers University	7008	7020	8370	8100	5994	7074	6642	5130	6210	5562	4266	5076	4266	20,000	12,500	11,700	16,000	12,120
<u>Deleware</u>																		
University of Deleware	2096	7200	10500	8387	5700	8300	7233	5000	7100	5871	4000	5700	4727	--	( 9500 )	14,000	7000	



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		Professor			Assoc. Professor			Asst. Professor			Instructor			Presi- dent	Dean	Regis- trar	Bus. Mgr.	Librar- ian
		Mini- mum	Maxi- mum	Aver- age	Mini- mum	Maxi- mum	Aver- age	Mini- mum	Maxi- mum	Aver- age	Mini- mum	Maxi- mum	Aver- age					
<u>New York</u> ✓																		
College for Teachers:																		
Buffalo	2501	\$6723	\$9104	\$7868	\$5589	\$7469	\$6196	\$4779	\$6027	\$5341	\$4229	\$4229	\$4229	\$16,280	\$11,796	\$4468	\$7818	\$7740
Oneonta	1057	7206	10440	--	5976	8298	--	5100	6696	--	4698	5748	--	13,500	10,116	4080	6140	6450
N. Y. St. Teachers Colleges	--	6623	8538	7666	5599	7110	6393	4779	6027	5329	--	--	--	15,240	11,488	--	--	--
<u>Connecticut</u> ✓																		
✓ New Haven State Tea. Col.	1370	7500	10200	9300	6720	8940	8220	5940	8160	7440	5340	7080	6540x	10,860	9720	10,080	6840	10,080
Teachers Col. of Conn.	1248	7620	9420	8290	8730	6840	7650	5940	7650	6730	6180	4020	5380	12,800	11,320	8184	7465	8415
<u>Rhode Island</u>																		
University of Rhode Island	2384	6500	8500	7582	5400	7200	6326	4500	6000	5417	3800	5000	4235	16,000	None	8500	12,000	9125
<u>Massachusetts</u>																		
Lowell Tech. Institute	937	6812	8684	7748	5889	7527	6708	5070	6474	5772	4316	5564	4940	12,000	9633	6006	9230	5538
Salem St. Teachers Col.	800	6812	8684	7000	6331	8125	6800	5070	6475	6000	4316	5564	5000	10,985	None	None	None	5967
<u>New Hampshire</u>																		
New Hampshire University	3402	7000	10000	7931	5700	7200	6590	4500	7000	5391	4000	5200	4438	18,000	11,000	6000	10,500	7400
Plymouth Teachers College	410	6960	7680	7386	6020	6880	6590	5180	5920	5697	4240	5120	4827	13,900	9144	9744	5970	5616
<u>Indiana</u> ✓																		
Ball State Teachers College	4260	7750	8450	8115	6500	7700	7064	5200	6850	6057	4400	6305	5187	17,700	11,750	8750	12,500	9000
✓ Indiana St. Teachers College	2793	7300	8550	7980x	5900	7350	6767x	5200	6600	5902x	4400	5350	4956x	17,700	11,400	7740	11,400	7920
Indiana University	13,118	8500	15000	10676	6400	9500	7854	5400	8400	6228	4050	5500	5116	23,000	14,000	10,900	20,000	14,250
<u>Michigan</u> ✓																		
✓ Central Michigan Col. of Ed.	3081	7200	9000	8071	6600	8000	7287	5600	7400	6506	5200	5925	5509	20,200	13,075	10,500	13,400	9750
Michigan College of Min. & Tech.	2150	7020	9720	--	5940	8424	--	4860	7344	--	4536	6264	--	--	14,214	11,772	12,847	6858
✓ Northern Michigan Col. of Ed.	1122	7500	9100	8216x	5800	8000	7250x	5000	7075	6006x	4400	5000	4700x	20,200	11,050	11,250	11,600	7900
✓ Western Michigan Col. of Ed.	5262	7050	9000	8375x	6475	8400	7375x	5400	7200	6300x	4800	5600	5275x	20,200	13,350	10,500	12,500	9250
<u>Minnesota</u> ✓																		
✓ Moorhead St. Tea. College	858	6200	9200	7633x	5300	8300	7100x	4500	7500	6305x	3900	6900	5418x	14,500	9466	8266	None	7200
✓ St. Tea. Col., St. Cloud	2156	6200	9200	7400x	5300	8300	6800x	4500	7500	6200x	3400	6900	5000x	15,000	10,446	8444	7104	8444



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		Mini- mum	Maxi- mum	Aver- age	Mini- mum	Maxi- mum	Aver- age	Mini- mum	Maxi- mum	Aver- age	Mini- mum	Maxi- mum	Aver- age					
<u>Illinois</u> ✓																		
✓ Eastern Ill. State Col.	2180	\$6840	\$9180	\$8460 x	\$6120	\$7560	\$6660 x	\$5580	\$6480	\$5940	\$4680	\$5580	\$5400	\$8,000	\$11,760	\$8400	\$9000	\$11,280
✓ Northern Ill. State Col.	3610	6480	8460	7398 x	5950	7200	6453 x	5220	7020	5967 x	4050	6120	5157 x	18,000	11,760	7440	9000	9600
✓ Western Ill. State Col.	2501	6840	9000	7686 x	5400	7200	6304 x	4680	6840	5883 x	4500	5940	4910 x	18,000	10,560	7440	9000	9120
University of Illinois	25,047	8400	--	10529	7000	--	7615	5600	--	6400	4400	--	5296	36,000	23,000	18,000	20,000	17,500
<u>Wisconsin</u>																		
State Colleges:																		
Eau Claire	1332	6700	9000	7718	6000	7450	6696	5500	6900	6175	4400	6200	5303	15,000	11,250	8217	5652	7992
La Crosse	1497	7160	8840	7775	6380	7590	6906	5600	6555	6088	4050	6000	5452	15,000	11,050	8100	5652	9200
Oshkosh	1397	6500	8900	7512	5700	7560	6850	5500	6900	6178	4450	6100	5604	15,000	10,000	9625	6600	7700
Stevens Point	1377	6200	8350	7475	6100	7500	6765	5350	6700	5460	4500	5850	--	15,000	10,900	8940	5652	8458
Superior	938	6300	8740	7459	6390	7990	6896	5145	6800	6242	4665	6600	5507	15,000	11,425	8425	5772	--
Whitewater	1255	6600	8845	7530	6055	7315	6807	5445	6795	6171	4495	5845	5310	15,000	10,930	8863	6612	7460
Menomonie	1160	7040	7990	7514	6100	7620	6908	5500	6670	5932	4400	5600	5190	15,000	11,120	5772	7572	7200
<u>Nebraska</u>																		
Chadron St. Tea. Col.	549	6000	7000	--	5750	6750	--	4700	6500	--	4200	5800	--	10,500	7000	5560	None	5260
<u>Iowa</u> ✓																		
Iowa St. Col. of A.&M. Arts	9673	5040	9500	6962	4020	8000	6139	4000	7200	5518	7200	3400	4455	22,000	None	10,500	14,000	11,700
✓ Iowa State Teachers College	3609	6550	7150	-- x	5950	6750	-- x	4800	6050	-- x	4300	5300	-- x	17,000	12,000	10,500	10,500	8800
State University of Iowa	9901	6600	12000	9032	5600	9044	7184	4600	8250	5930	3500	6000	4499	22,000	--	12,300	13,000	14,000
<u>Missouri</u>																		
Central Missouri State Col.	2365	5500	6700	6211	5075	5975	5372	4450	5550	4952	3800	4600	4236	12,500	9000	8000	6250	6271
Southwest State College	2374	4825	6539	5778	4530	5665	5099	4234	4991	4507	3939	5692	4349	13,961	7993	6688	6688	5898
University of Missouri	9598	6300	11000	8507	4700	9000	6770	4200	7500	5571	3200	5800	3926	20,000	12,500	9000	12,000	10,000
<u>Kansas</u>																		
Fort Hays Kansas St. Col.	2059	4770	6525	5816	4815	5715	5330	4635	5670	5019	4275	4770	4576	13,500	9240	7800	8820	6600
Kansas St. Col. of Ag.&Ap.Sci.	6526	3645	9360	7475	4185	8050	6225	3780	7740	5475	3000	6185	4735	20,000	12,540	9600	9960	8340
Kansas St. Tea. Col.:																		
Emporia	2460	5562	7578	6618	4554	6633	5472	4140	5544	5011	3600	5175	4401	13,500	8400	9072	10,416	9000
Pittsburg	2417	5600	7640	6448	4430	6214	5688	4393	5661	5253	3765	5528	4711	13,500	9900	8200	6684	7365



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		Professor			Assoc. Professor			Asst. Professor			Instructor			Presi- dent	Dean	Regis- trar	Bus. Mgr.	Librar- ian
		Mini- mum	Maxi- mum	Aver- age	Mini- mum	Maxi- mum	Aver- age	Mini- mum	Maxi- mum	Aver- age	Mini- mum	Maxi- mum	Aver- age					
<u>Arkansas</u>																		
Arkansas Polytechnic Col.	904	\$4350	\$6200	\$5550	\$4350	\$5940	\$4950	\$4000	\$4860	\$4400	\$3780	\$4860	\$4225	\$10,000	\$8500	\$5000	\$6000	\$4800
Arkansas State College	1784	--	--	5400	--	--	5250	--	--	4750	--	--	4400	10,500	9000	6200	8500	6000
University of Arkansas	5499	5460	9200	7740	4900	7500	6450	4100	6500	5255	3280	5400	4450	17,500	12,000	8100	7800	9000
<u>Oklahoma</u>																		
Central State College	2300	5195	6160	5762	5193	5733	5400	4716	5492	5051	3834	5195	4460	9000	8400	6600	6240	5400
North Eastern State College	1722	5400	6540	6131	5220	6230	5536	4500	5850	5259	4500	5400	4807	9000	8760	7308	8004	--
South Eastern State College	1575	4800	6000	5500	4500	5600	5200	4400	5400	4700	4000	4800	4500	9000	8000	7300	7300	5500
University of Oklahoma	10,380	5496	10860	7156	4860	7536	5865	4092	7008	5093	3216	4980	4058	20,000	13,800	10,596	15,300	10,344
<u>Louisiana</u>																		
McNeese State College	1580	6800	10000	--	5800	8800	--	4800	7600	--	3600	6400	--	13,125	11,025	7000	8500	8093
Northwestern State Col.	2328	6750	8200	7447	5800	7000	6447	4725	6600	5649	3375	5625	4187	14,292	11,550	7000	--	10,250
Southeastern Louisiana Col.	1565	6350	7650	6977	5700	7000	6054	4400	5950	5272	3900	4500	4200	14,625	11,550	8466	9353	8766
<u>Texas</u>																		
East Texas State Tea. Col.	4375	6075	7450	6762	5300	6900	5832	4500	6000	5178	4000	5250	4552	12,600	10,500	7500	10,000	8000
North Texas State College	6182	5500	8250	7010	5400	6800	6106	4700	6100	5546	3600	5300	4604	14,000	11,500	8000	9000	8800
<u>New Mexico</u>																		
New Mexico Highlands Univ.	781	5500	9000	6200	5200	8500	6100	4300	6000	5200	4500	4800	4650	16,000	9700	5600	9000	5500
New Mexico Western College	412	5227	6390	5958	4599	5868	5058	4234	5508	4878	3825	5094	4464	12,000	8605	7723	7200	6871
<u>Colorado</u>																		
Colorado State Col. of Edu.	2971	5363	9525	6476	4463	6638	5514	3563	6050	4825	3375	5950	4214	15,000	10,700	6000	10,700	6050
Western State Col. of Colo.	884	5880	8160	7021	5700	7200	6372	5400	6800	6088	4800	5880	5480	14,250	10,260	5400	10,080	6300
<u>Wyoming</u>																		
Wyoming University	2937	5844	9588	7819	5328	7080	6409	4344	6936	5661	3900	5856	4832	17,004	11,514	11,304	12,000	10,308
<u>Arizona</u>																		
Arizona State College	1096	7000	7700	7435	5900	6950	6210	5250	5875	5555	4600	5100	4800	14,000	11,500	7100	6900	6100
<u>Washington</u>																		
✓Central Wash. Col. of Ed.	1685	7110	7830	7420*	5850	7032	6350*	4770	5760	5268*	4500	4770	4688*	16,000	11,120	10,480	11,120	7895
✓Eastern Wash. Col. of Ed.	✓1596	7800	8600	8153	6500	7300	6821*	5400	6300	5818*	4600	5090	4951*	14,000	--	7200	9800	6400